



Lead Pastor Job Description

Position Summary

The Lead Pastor serves as the primary preacher, teacher, and spiritual leader of the church. He is responsible for the overall leadership, direction, and effectiveness of the church's ministries and operations, aligned with its vision and Statement of Faith.

Accountability

The Lead Pastor is called by the church membership.

The Lead Pastor is:

- accountable to the membership to ensure the spiritual leadership, including preaching, teaching, shepherding, and vision, aligns with the Statement of Faith;
- accountable to the Board of Directors to ensure the leadership and management of the church's ministries and operations in accordance with Board policies.

Working Relationship

The Lead Pastor provides leadership to the pastoral team and oversees the staff through the pastoral team, as outlined in the organizational structure of the church.

The Lead Pastor works collaboratively with the Board of Directors and reports regularly to the Board on ministry progress, strategic initiatives, and matters requiring Board awareness or decision. The Board is responsible for governance, policy, financial and legal oversight, and strategic accountability, while the Lead Pastor is responsible for the leadership and implementation of ministry and operations.

The Lead Pastor is not a Board Director but actively participates in Board meetings to support the Board in fulfilling its fiduciary responsibilities on behalf of the membership.

Except for the Board and the Nominating Committee, the Lead Pastor is an ex officio member of all church committees.

Key Responsibilities

1. Spiritual Leadership

The Lead Pastor is the primary preacher and teacher of the church and is responsible to ensure that:

- the Christian Scriptures are faithfully preached and taught in harmony with the church's Statement of Faith;
- pastoral leadership and care are provided to the congregation;
- the ordinances of baptism and communion are taught and administered in accordance with the Statement of Faith.

2. Vision and Ministry Direction

The Lead Pastor is responsible to ensure that:

- the church is guided by a clear and compelling vision that shapes its direction, ministries, and priorities;
- an effective ministry planning process is in place;
- ministries and activities are aligned with the vision and values of the church.

3. Ministry Effectiveness and Organizational Stewardship

The Lead Pastor is responsible to ensure that:

- ministries are effective in fulfilling their purpose with regard to the vision;
- ministry leaders are supported, developed, and aligned with the church's vision;
- the church is responsive to the needs of the congregation and community;
- resources are stewarded responsibly;
- ministry and operational activities are carried out effectively and in alignment with Board policies.

4. Staff Leadership

The Lead Pastor is responsible to ensure that:

- staff are effectively led, developed, and aligned;
- staff are hired and supported within the framework of the church's bylaws and Board policies;
- appropriate leadership structures and systems are in place;
- a healthy and collaborative staff culture is maintained.

5. External Engagement

The Lead Pastor is responsible to ensure that:

- the church is well represented in the broader community;
- relationships are cultivated with other churches and organizations where appropriate.

Necessary Qualifications

- Theological training appropriate to the role (Bachelor's or Master's Degree in Theology/Ministry preferred)
- Demonstrated experience in pastoral ministry and organizational leadership
- Proven ability to lead staff and develop ministry teams
- Experience in vision-setting and guiding ministry direction
- A life and character consistent with the life of Christ.

Preferred Characteristics

Some combination of the following is preferred:

- A visionary leader grounded in biblical truth who can guide the church with clarity and purpose
- A gifted communicator and teacher who engages people across generations and backgrounds
- A team-oriented leader who equips and empowers others to use their gifts
- Relational and approachable, with genuine care for people and a desire to build a healthy church community
- Spiritually mature and growing, marked by humility, wisdom, and a commitment to lifelong growth